

OUTGOING MESSAGE

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3	OPERATIONS GROUP FILE

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PAGE OF PAGES

1

2

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TO: FBIS/NICOSIA INFO FBIS/ATHENS, FBIS/LONDON. Y

RYBAT Y

REFS: A. FBIS 11503

B. DC/OPS TRANSMITTAL SLIP, DTD 2 OCT 80

C. FBIS/NICOSIA 41537 Y

[REDACTED] Y

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1. UNDERSTAND YOUR MISGIVINGS REGARDING [REDACTED] PLACEMENT.

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BUT, AS INDICATED IN REF. A., PLACEMENT WAS DICTATED BY NEED TO PREVENT LOSS OF COMPENSATION TO EMPLOYEE WHEN CONVERTING FROM GS TO NICOSIA SCALE, EVEN THOUGHT IT WAS NOT IDEAL "FIT" IN RELATION TO T/O OF NICOSIA GREEK SECTION AS PRESENTLY STRUCTURED. THUS, WHETHER [REDACTED] WOULD OR WOULD NOT PERFORM EDITORIAL FUNCTIONS AT NICOSIA WAS ESSENTIALLY SIDE ISSUE. Y

25X1

2. ADMIN STAFF HAS RECALCULATED [REDACTED] PLACEMENT COMPENSATION UNDER SEVERAL DIFFERENT FORMULAE. MAIN VARIABLE IS WHAT PERCENTAGE OF COL WILL BE FINALLY AWARDED, BUT DIFFERENCE IN OVERALL COMPENSATION LEVEL UNDER VARIOUS COMPUTATIONS SEEMS TO US NOT SIGNIFICANT ENOUGH TO MAKE CHANGE IN PLACEMENT WORTH POTENTIAL TROUBLE IT COULD CAUSE. Y

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3. AS YOU KNOW, [REDACTED] TRANSFER AND PLACEMENT ON NICOSIA SCALE AT

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PAGE OF PAGES

2 2

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☐ INDEX DISSEM BY:
☐ NO INDEX
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☐ IP FILES #

P-6 IS FAIT ACCOMPLI AND HE HAS BEEN SO INFORMED. IF WE WERE NOW TO
APPLY GRADE RETENTION OR SAVED RATE, BUREAU WOULD NOT ONLY FACE AWKWARD
PROBLEM OF EXPLAINING LONGER TERM IMPLICATIONS OF SUDDEN ABOUT FACE TO
[] AND OTHER EMPLOYEES WHO WOULD LEARN OF IT, BUT POSSIBLY OF STORING
UP TROUBLE FOR FUTURE. IN OTHER WORDS, HOWEVER REASONABLE CHANGE IN
CLASSIFICATION LOOKS IN TERMS OF BUREAU'S T/O, REVERSAL OF DECISION NOW
COULD WELL SERVE TO TRIGGER SUSPICIONS, WHEN CLASSIFICATION TEAM LOOKS AT
JOBS NEXT SUMMER, THAT OTHER EMPLOYEES OF SIMILAR SKILLS HAVE BEEN OVER-
GRADED. 4

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4. IT IS IMPORTANT, WHEN CLASSIFICATION SURVEY GETS STARTED, THAT
POSITIONS SHOULD BE SET AS HIGH AS IS REALISTICALLY AND JUSTIFIABLY
POSSIBLE. THEN, IF EMPLOYEE IS DOWNGRADED AND GOES ON SAVED RATE, HE AT
LEAST MAINTAINS HIS PRESENT HIGHER EARNING LEVEL THROUGHOUT DURATION OF
SAVED RATE PERIOD. [] IS STRONGER PERFORMER THAN ANYONE YOU WILL HAVE
IN GREEK TEAM, COMPARABLE TO [] IN ARABIC TEAM. SO, LOOKED AT THE
OTHER WAY AROUND, LONIA'S PLACEMENT MIGHT HELP TO STRENGTHEN DEFENSE OF
[] GRADE RATHER THAN WEAKEN IT. RVW 13NOV86 ORG 014889 ALL

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